



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 10/10/25

Circulated: 11/3/25

Approved: 11/10/25

Present: Michael Atzmon, Kintsugi et al., Shanna Kattari (Chair), Yongqing Li, Stephanie Gelderloos, Grace Kotre, Joyce Lai, Cleo Sawhney, Maura Seale, Stefanus Jasin,

Absent: Brandon Bond, Nilton Renno, Bénédicte Veillet, Demi Jardine, NaSiya Taylor

Faculty Senate Office: Eric Vandenberghe

12:01pm-12:11pm: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the 9-15-25 CFEI meeting will be reviewed at the next meeting. Introductions are made.

12:11pm-12:40pm: Follow up from last session

Summary: The Chair provided an overview of the origins of the CFEI. The committee's original purpose was to work on equity and inclusion issues between the Ann Arbor, Dearborn, and Flint campuses. It is acknowledged that there are severe equity issues that currently exist. The identity of this committee in the current moment is an open question. If the committee is to continue beyond this year, it should have a well-defined purpose. This is something that will be addressed throughout this academic year.

A member discusses the importance of addressing inequity across the UM system and even more broadly when possible. A member brings up a few items of concern that they will confer with the Chair asynchronously on for potential inclusion in future meetings.

The UM presidential search is ongoing. The current process is a closed search, with the same firm used in the past. The Chair provides context on how this search process compares to prior searches for upper administration at UM. The benefits of a more inclusive and open search are discussed. A member states the need to advocate for the positions of students. Another member agrees and strongly suggests pursuing strong collective action.

A member discusses tactics faculty can take to advocate for their interests given the issues arising from actions by the federal administration. The Chair puts forth a poll: "Would you like to write a letter regarding presidential candidates?" four members indicate that they are in favor, three members indicate that they may be interested, and no members are opposed. This matter will be discussed further at a subsequent meeting.

Action: Discussion

12:40pm-12:50pm: Tri Campus Faculty Fellow in Academic Excellence

Summary: A brief history on the Tri Campus Faculty Fellow in Academic Excellence is



provided by the Chair. Salary of the faculty is the biggest issue now. Possible paths forward are discussed. The Chair proposes a team-teaching summer program could be a possible option. The Chair asks the committee for their interest in continuing to pursue this endeavor. Differing opinions are shared by members.

Action: Discussion

12:50pm-12:55pm: Potential CFEI event

Summary: The Chair briefly discusses this subject. Event ideas brought up at the past meeting include addressing ableism, inviting constitutional scholars, among others. The committee may be polled on different topics to gauge interest.

Action: Discussion

12:55pm-1:00pm: New Business

Summary: Members discuss ongoing disciplinary action being taken by the University against students. The recent changes to the Student Statement of Rights and Responsibilities are discussed, and some of the procedural issues that have recently taken place. It is suggested to confer with SACUA on this to see if there is anything that this committee could do to assist.

Action:

1:00pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office